

## Take Our Daughters to Work Day 2000



For more TODTWD photos, visit our website at [www.wa.gov/icsew](http://www.wa.gov/icsew)  
Photos by Donna Lynch and Anny Kay Melendez



## Relay for Life Raises Money for ACS

By Jane Berube

It's spring and most of us think of rejuvenation and new starts. At this time of year a group of men and women are busily planning an event which celebrates life itself and remembers those who can no longer be here with us. The event? The American Cancer Society's (ACS) 24-Hour Relay for Life.

The 1999 Thurston County relay raised \$132,000 for ACS. The funds raised are spent on service, education and research. During one recent three-year period, ACS invested over \$4 million in research grants to Washington State institutions and scientists.

I have been on the planning committee for the Thurston County relay for many years. My involvement began after my son had brain cancer at

the age of five. He is now 18 and, although he is currently considered to be terminally ill as a result of treatments for his cancer, he is a long-term survivor and walks the first lap (survivor lap) at the relay each year with pride.

My daughter is forming a team for the relay this year and also hopes to be a counselor in training at the annual "cancer camp" which is sponsored by ACS. As part of her team in the Thurston County relay, she is holding a silent auction which will be on display at the Briggs YMCA on Saturday, May 6 from 9:00 a.m. until 3:00 p.m. It will again be displayed at the Thurston County relay. Her team is made up of members of the Y's Orca swim team. They'll be joined by community members from all walks of life.

When we think of women and cancer, we tend to think of breast cancer. However, according to ACS statistics, cancer affects women in many other ways. We are also, of course affected by cancer which strikes our children (8,400 new cases of childhood cancer were estimated for 1999), our spouses, our parents, other family members, and our friends.

I doubt that anyone reading this article can say "I don't know anyone who's had cancer." Unfortunately many of us know all too well the pain and suffering which our loved ones experience from this dreaded disease and its treatment. Just this evening before I sat down to write this, I spoke with a friend whose cancer has metas-

tasized: She now has a brain tumor.

The Relay for Life gives all those who have been affected by cancer a chance to come together and work toward a better outcome for everyone who is confronted with this dreadful disease.

The Thurston County relay takes place on June 16 and 17 (always the third Friday and Saturday in June) at the North Thurston High School track. The event begins with the opening lap, walked by survivors. Survivors are invited to assemble on the track at 5:45 p.m. on Friday. The opening lap is followed by a reception for survivors.

On behalf of the planning committee, I'd like to invite all of you to join us in the celebration!

For more information on the Thurston County relay, please contact committee co-chairs, Jerry Gorman (753-8533) or Cindy Farr (943-2949), or me (459-3694). Information is also available at [www.olywa.net/tcrelay](http://www.olywa.net/tcrelay).

You can also visit the website [www.cancer.org](http://www.cancer.org) to find out where other relays are taking place throughout the country. In Washington State there are 46 communities hosting a Relay for Life. The earliest is May 12, and the relays run through the summer.



Jervais Berube leads off the first lap at the June 1999 Relay for Life.

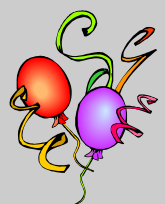
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In the next issue of InterAct . . .  
ICSEW will celebrate its 30th Anniversary.  
Look for your copy of InterAct in the  
July 2000 issue of FTE News Magazine.





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# Financial Aid for State Employees

**By Diane H. Kahaumia  
The Evergreen College**

The absolute best advice for any prospective student is to connect with an admissions counselor at the college or university they wish to attend. This counselor can provide information about the admissions process and can help smooth the way for other processes - such as financial aid, scholarships, registration, and advising.

State employees should consult with the human resource services/personnel office at their agency to find out if the agency has a tuition reimbursement program. Some agencies have money available, some agencies do not. The employee may be responsible for paying for the cost of attendance (tuition, fees, books, supplies) and the agency will reimburse after the student/employee has earned the credit.

Federal and state financial aid programs are "need-based" programs. Need-based means that the student provides financial information about their earnings and assets to a federal processor. The federal processor identifies how much money the student should contribute toward their education. Financial aid programs were meant to close the gap between what the student can contribute and the cost of attendance.

For example, the federal processor indicates that the student's "expected family contribution" is \$2,000 per year. The cost of attendance is \$10,000 per year. Therefore, the gap is \$8,000 per year. Financial aid programs

include grants, employment, and loans. In order to access financial aid, the student needs to be formally admitted to the college and needs to be enrolled full-time. The application for admission and the application for financial aid can be concurrent processes.

**Grants** - are gift aid and do not require repayment or employment to receive the aid. They are awarded on the basis of financial need.

**Employment** - involves work opportunities on-campus and in the community. This is also more commonly known as "work-study money."

Finally, **loans** - require the borrower to repay the amount borrowed plus any accrued interest. Loans vary for 5% to 12% and may offer certain deferment options.

The form that many Washington colleges/universities use for financial aid is the Free Application for Federal Student Aid. The paper version of this form is available in late-December every year. Completed forms are accepted by the federal processor after January 1 of every year. This form is also available over the Internet and students can even apply electronically. The internet address is: [www.fafsa.ed.gov](http://www.fafsa.ed.gov).

Financially needy students who will be college-level juniors (90-quarter hour credits) may qualify for the Educational Opportunity Grant. This grant is administered by the Higher Education Coordinating Board. The purpose of this program is to provide

renewable \$2,500 grants as an incentive to financially-needy placebound residents to complete their baccalaureate education at public and private colleges and universities. For more information about this grant, contact the HEC Board at 360/753-7861 or visit the agency's web site: [www.hecb.wa.gov/paying/aidprograms.html](http://www.hecb.wa.gov/paying/aidprograms.html).

Prospective students should also investigate scholarship options in addition to financial aid options. There is a wealth of information available over the Internet. Here are some web sites Evergreen recommends:

- [www.fastweb.com](http://www.fastweb.com)
- [www.freschinfo.com](http://www.freschinfo.com)
- [www.fie.com](http://www.fie.com)
- [www.studentservices.com](http://www.studentservices.com)
- [www.fafsa.ed.gov](http://www.fafsa.ed.gov)
- [cbweb6.collegeboard.org/fundfinder/bin/findfund01.pl](http://cbweb6.collegeboard.org/fundfinder/bin/findfund01.pl)
- [scholarships.salliemae.com](http://scholarships.salliemae.com)
- [www.collegeplan.org](http://www.collegeplan.org)
- [www.finaid.org](http://www.finaid.org)
- [www.finaid.org/srm.html](http://www.finaid.org/srm.html)

Also, colleges and universities offer scholarships from their private foundation and fundraising efforts.

Scholarships also require that the student is formally admitted to the college or university they attend. Some scholarships may require the student to enroll full-time (generally, "full-time" means at least 12-quarter hour credits per term), but some scholarships may not have a credit proviso. For example, Evergreen's Foundation offers scholarships to students who are enrolled for at least eight credits.

(Editor's Note: Diane H. Kahaumia is the Senior Officer for Enrollment Programs at The Evergreen College. Her phone number is (360) 866-6000 extension 6495, and e-mail is: [kahaumid@evergreen.edu](mailto:kahaumid@evergreen.edu).)

## Interagency Mediation Pilot Project

**By Amy Wong  
Office of Attorney General**

Since August of 1998, the Washington State interagency mediation pilot project has performed "very well," according to data from participants. The project is a collaborative effort by all the participating agencies, with support services provided by the Department of Personnel and the Office of Attorney General.

The mediation project has been providing mediation services to state employees, helping them resolve conflicts in the workplace before they rise to the level of a formal grievance. This resource supplements mediation services currently available for formal disputes.

During the recent evaluation period, the project received 22 referrals for workplace mediation involving eight agencies and 46 staff. Ten of these conflicts went to mediation, resulting in a 90% settlement rate. The staff screen cases suitable for mediation. They also coach disputants how they can reconcile their differences without mediator intervention. The average mediated case involved 5.4 hours in 2.2 sessions over a 27-day period. Participants also appear very happy with the

service being provided, 96% report satisfaction with the process, 100% report satisfaction with mediators, and 96% report satisfaction with mediation in general.

These figures suggest the mediation project is acting very quickly to resolve disputes with minimum time invested by agencies. The project is fulfilling its goal of providing an effective and satisfying alternative to formal grievance procedures.

Mediation is an informal, voluntary, and constructive way for state employees to negotiate their differences, find ways to agree, and move forward. Anyone may refer a dispute to mediation, including the employee involved in the dispute, a co-worker, a supervisor, and human resources department of the agency. All dispu-

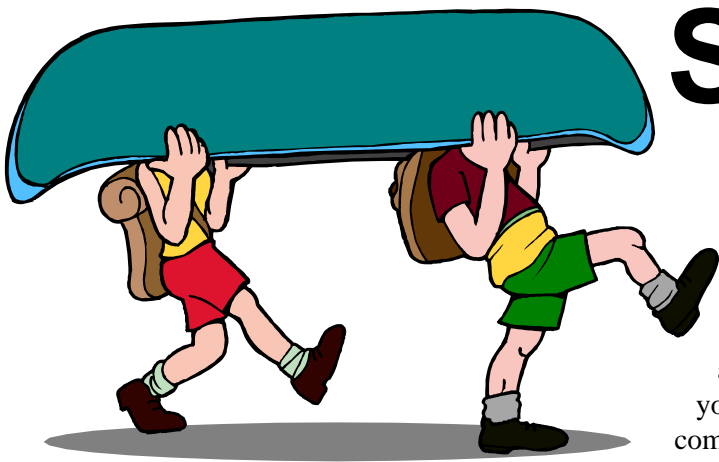
tants must agree to participate for a mediation to go forward.

Mediators do not mediate disputes involving their own agencies. The mediator's role is to help each party identify interests that need to be protected, to facilitate a discussion and negotiation of issues. The employees create their own resolution to the dispute. Mediators do not act as judges or advocates or, in any way, dictate the outcome. They merely facilitate. The pilot project uses a two-mediator facilitative model similar to the one used by the Dispute Resolution Center of Washington/Thurston County.

The mediation request line number is (360) 664-9375. If you would like more information about this mediation pilot project, please contact Mary C. Barrett at (360) 664-2475.

### Calendar of Events

ICSEW General Membership Meeting .....	May 9
Mother's Day .....	May 14
Memorial Day (observed) .....	May 29
ICSEW Executive Board Meeting .....	June 14
Flag Day .....	June 14
Father's Day .....	June 18
Independence Day .....	July 4th
ICSEW 30th Anniversary Celebration .....	July 11



# Summer Fun for Kids

**By Marla Oughton**

As a parent of four children - two of whom are ages 12 and 14 - I, like many other parents, am beginning to plan for summer break. For most children summer break begins mid-June and lasts through the end of August - a lot of time to plan for. For children ages 7-13 it can be difficult finding the perfect summer activity or activities that meet your family needs and expectations (budget, location, schedule, etc.) and most of all is FUN for the kids.

Of course, FUN is in the eyes of the child. And what may be FUN for one isn't necessarily FUN for the other. The ultimate challenge is planning for more than one child. In an effort to help ease some of the stress in finding activities for your child or children, I have put together some helpful information and resources - a starting point.

Much of the information is available on the Internet but also accessible via your local white and yellow pages. If you have kids that are computer savvy and responsible enough to "surf" the web, you may want to commission them with the task of doing the research for summer activities. Then let them share with you what they've found and give input on what they'd like to do over the summer.

Just remember to provide them with clear guidelines; you don't want them getting all excited about a camp out-of-state if a condition is staying within the state. The result: you'll have a much happier child having included them in the decision and in turn they will have also learned a few good skills. Also remember for older children that not every day needs to be structured with an activity. Let your child or children enjoy some leisure time and time with family (grandparents are great!) and friends.

**Parks & Recreation Programs**

Your local city and county parks & recreation departments offer a variety of summer programs and

activities, ranging from day camps, swimming, arts/crafts, etc. One of the easiest ways to find out more about programs within your community is through Access Washington at [www.access.wa.gov](http://www.access.wa.gov). It's as easy as choosing your city or county and program. Some government home pages are better than others, so a phone call may be necessary to get a complete scope of programs available.

**YMCA**

For those living in the Greater Seattle area, the YMCA provides a variety of programs to strengthen the spirit, mind, and body. At the heart of each program or service are six core values: respect, responsibility, honesty, caring, faith and fun. Programs offered at the YMCA include Y Aquatics, Y Camping, Y Childcare, Youth Fitness, Y Teens and much, much more. A great resource to look into that can result in year round family fun and activities. More information is available at [www.ymca.net](http://www.ymca.net).

**Summer Activity Sites**

There are a number of Internet sites that can assist you in creatively filling the long summer days with activities. These sites offer many tips to families and caregivers. They include [www.kidsource.com](http://www.kidsource.com), [www.parenthoodweb.com](http://www.parenthoodweb.com) and

[www.nwparent.com](http://www.nwparent.com).

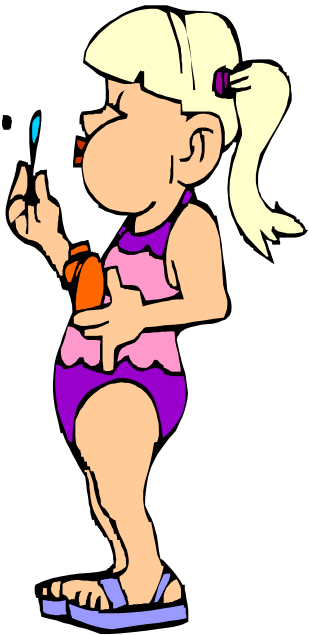
**Camps**

If you are interested in sending your child to camp in- or out-of-state, a good Internet site to look at is [www.kidscamps.com](http://www.kidscamps.com). It offers information on a variety of camps including: residential camps, tours

& adventures, day camps, family camps, sports camps, art camps, academics camps and special needs camps. Great resource!

**Community Resources**

Invest in your community and check out some of the local events and activities. There are many opportunities to take part in activities at your local library, park, zoo, museum, children's theater, aquatic center, etc.



## 1943 Job Standards and Rules for Hiring Women

The following is an excerpt from the July 1943 issue of *Transportation Magazine*. This was serious and written for male supervisors of women in the work force during World War II - a mere 57 years ago! For those of you with efficiency issues, pay attention to #8.

**Eleven Tips on Getting More Efficiency Out of Women Employees:**

There's no longer any question whether transit companies should hire women for jobs formerly held by men. The draft and manpower shortage has settled that point. The important things now are to select the most efficient women available and how to use them to the best advantage.

Here are 11 helpful tips on the subject from Western Properties:

1. Pick young married women. They usually have more of a sense of responsibility than their unmarried sisters, they're less likely to be flirtatious, they need the work or they wouldn't be doing it, they still have the pep and interest to work hard and to deal with the public efficiently.
2. When you have to use older women, try to get ones who have worked outside the home at some time in their lives. Older women who have never contacted the public have a hard time adapting themselves and are inclined to be cantankerous and fussy. It's always well to impress upon older

women the importance of friendliness and courtesy.

3. General experience indicates that "husky" girls - those who are just a little on the heavy side - are more even tempered and efficient than their underweight sisters.
4. Retain a physician to give each woman you hire a special physical examination - one covering female conditions. This step not only protects the property against the possibilities of lawsuit, but reveals whether the employee-to-be has any female weaknesses which would make her mentally or physically unfit for the job.
5. Stress at the outset the importance of time - the fact that a minute or two lost here and there makes serious inroads on schedules. Until this point is gotten across, service is likely to be slowed up.
6. Give the female employee a definite day-long schedule of duties so that they'll keep busy without bothering the management for instructions every few minutes. Numerous properties say that women make excellent workers when they have their jobs cut out for them, but that they lack initiative in finding work themselves.
7. Whenever possible, let the inside employee change from one job to another at some time during the day. Women are inclined to be less nervous and happier with change.
8. Give every girl an adequate



number of rest periods during the day. You have to make some allowances for feminine psychology. A girl has more confidence and is more efficient if she can keep her hair tidied, apply fresh lipstick and wash her hands several times a day.

9. Be tactful when issuing instructions or in making criticisms. Women are often sensitive; they can't shrug off harsh words the way men do. Never ridicule a woman - it breaks her

**Fewer Female Students Choose High-Tech Careers**

A new study reveals that girls avoid high-tech careers — not because they think the work too challenging — but because they see it as boring and antisocial. The study, "Tech-Savvy: Educating Girls in the New Computer Age," comes from the American Association of University Women Educational Foundation.

Women now receive less than 28 percent of computer science bachelor degrees — down from 37 percent in 1984.

"They are not phobic about computer technology but disenchanted by it," explains Pamela Haag, the foundation's research director.

In the absence of role models such as "a female Bill Gates," Haag says, there is a persistent "computer

spirit and cuts off her efficiency.

10. Be reasonably considerate about using strong language around women. Even though a girl's husband or father may swear vociferously, she'll grow to dislike a place of business where she hears too much of this.
11. Get enough size variety in operator's uniforms so that each girl can have a proper fit. This point can't be stressed too much in keeping women happy.

The report recommends a variety of improvements in everything from computer games to teacher training, so as to attract more women to high-tech professions.

A similar report released by the foundation two years ago found that while girls were closing in on boys in math and science performance, wide disparities existed in technology use.

Source: Carmen J. Lee, "Girls Shun Careers in High-Tech Industry," Washington Times, April 12, 2000.



**Washington State Domestic Violence Hotline**  
**1-800-562-6025**





# Free Child Support Help Available

By Rob Huffman  
DCS Community Relations Unit

The Washington State Division of Child Support (DCS), part of the Department of Social and Health Services, offers many different services to help in establishing and collecting child support obligations. Washington, unlike a number of other states, does not charge for these services.

Any physical custodian of a child may open a case with DCS, not just a parent. If you are caring for a niece, nephew, or other child, DCS may be able to obtain support payments from the parents. The only requirement is that you cannot be illegally depriving the parent of custody.

The process is actually quite simple. In most instances, when the court now enters a child support order, such as with a divorce decree or custody order, the order contains language that requires the non-custodial parent to pay support through DCS. Most orders also have automatic enforcement language that allows DCS to take action to collect the support without further notice to the paying parent.

If you do not have such an order, DCS can still assist you. Simply complete an application to begin the process. DCS can serve the non-custodial parent a notice to collect on any valid support order. If no order exists, they can have one entered.

Depending upon the circumstances of the case, the agency may be able to enter an administrative order and begin collecting in as little as two or three months. If no court order already sets a child support obligation and there is no question of paternity, DCS can follow the administrative route.

If the child was born during or within 300 days after a marriage, if a paternity order names the father, or if the parents filed a paternity affidavit with the Department of Health, there is a presumption of paternity.

In order to establish an administrative child support order, DCS must locate the paying parent, tell the custodian of the proposed child support amount, then serve a notice on the paying parent. This notice becomes a child support order

after 20 days in the state, or 60 days outside the state. If one of the parties objects to the amount of support named in the notice, there will be a hearing. An Administrative Law Judge will then enter a support order.

If paternity is in question, DCS will send the case to the Prosecuting Attorney for court action. The alleged father usually will be given the opportunity to agree he is the father. If he doesn't, the court can order genetic testing. This testing, a swab of the inside of the cheek, is well over 99% accurate. Once paternity is established, the court will enter a support order and DCS will begin collecting.

In compliance with state and federal law, DCS tries to collect support by payroll deduction. If the non-custodial parent is self-employed, or does not have an attachable income stream for some reason, we rely upon them to make payments. If they do not, other collection remedies are used. These remedies include filing liens, attaching bank accounts, seizing and selling automobiles, boats, aircraft and other valuable assets, suspension of licenses, and other methods.

If you have any questions about child support or would like to open a case, please contact the Division of Child Support. You can find your local office listed in the telephone book, or you can call the DCS Community Relations Unit at 1-800-457-6202. DCS also has information at [www.wa.gov/dshs/dcs](http://www.wa.gov/dshs/dcs).



## Did Someone Say This Was a ‘Short’ Session?

By Mary Farley

A supplemental budget is often looked upon as a mid-course correction with little change in fiscal policy. However, the 2000 Legislature exceeded expectations by responding to local government needs while increasing education and transportation funding. A portion of the funding lost by Initiative 695 was temporarily restored, \$1.5 billion targets public education, and another \$1.5 billion is headed for transportation.

In spite of a long stalemate, the Legislature made some notable achievements in aligning government to the needs of Washington residents this session. The Patients Bill of Rights (SB6199), one of the strongest in the nation, provides much needed consumer protection for HMO patients.

Both business and labor won when an unemployment insurance package (HB 3070) passed. For business, a scheduled unemployment tax increase was halted and existing taxes were cut. Those voluntarily leaving jobs may find it tougher to receive benefits in the future, but dislocated workers received extended unemployment and retraining benefits to help them find work in a new field.

The state now has a stronger oversight role in pipeline safety (HB 2420). Pipelines operating solely in Washington come under new rules for inspection, responding to emergencies, and damage by third parties.

Vulnerable adults (HB 2637) will receive increased protection from the added and tightened background checks of their caregivers. In similar actions, domestic violence will receive harsher penalties.

Teacher testing (HB 2760), proposed by Governor Locke, will ensure that those entering teacher training are tested, and tested again in the subject areas they will teach before entering the classroom. A professional standards board for teachers, much like doctor and other professional boards, will oversee the testing.

A telecommunications package encourages high-speed telecommunications into rural areas, helping to fulfill the promise of “One Washington” economically. Public utility districts can now market this service.

Thirty-dollar license tabs are here to stay with lawmakers overwhelmingly voting to lock in that portion of Initiative 695. However, the \$750 million tax loss in the coming year, and increasing

thereafter, contributed to the Legislative quagmire.

There are always a few bills that are born out of tragedy and this session it was Anton’s Law. Because Anton Skeen, a seatbelted toddler slipped out of his lap and shoulder belt and was killed in a rollover, other children will be safer in the newly-required booster seats for children up to six years old.

Teenagers will be safer, too, with a restricted intermediate driver’s license. SB 6264 gives new drivers

limits on the hours they can drive and the passengers they can transport for the first year behind the wheel.

Legislative inaction on some issues helped to spark a rash of citizen initiatives. Time will tell how many actually appear on the ballot in November. However, once a livable budget compromise was reached, we can now look back and say, “Well done!” -- for a short session which has turned out to be a series of short sessions.

### Notes from ‘The Power of Women’

Three ICSEW members – Maryann Murphy, Cindy Runger and Kacy Brandeberry – attended “The Power of Women” seminar last month in Seattle. Here are some of their notes on the speakers.

**Linda Evans**, of “Dynasty” fame, talked about helping women deal with their physical and mental well being. “All women are coming from the same place; we all have the same insecurities.”

**Gloria Steinem**, editor of Ms. magazine, said we should challenge the way we interact in everyday activities, particularly give careful consideration to the patriarchal system that we are perpetuating.

**Anita Roddick**, owner of The Body Shop, was viewed as a lunatic because she challenged conventional business practices. Her company now has 1,200 stores in 45 countries. Her suggestions: Business unchecked becomes crime; Know the story behind the product; Human rights has to be on the agenda; A well-behaved woman rarely makes history; An advanced old woman is uncontrollable by any force.

**Suze Orman** went from seven years of waitressing to opening her own firm in 1987. She teaches that the obstacles to becoming rich are fear,

shame and anger. “Be careful what you say and do, because that is how you will be. Your thoughts create your destiny!”

**Patricia Cornwell** is an author, business woman, and philanthropist. Her philosophy: 1. Your world is yours to make! 2. Love is the power 3. Don’t underestimate the gift you have to give - you don’t know the impact it can have. 4. Do what you can because you CAN!

**Dr. Mae Jemison** made world history as the first woman of color to go into space in 1992. “There are 86,400 seconds in each day, don’t waste one because you will never get it back.”

**Debbie Fields**, a young housewife barely out of her teens, created the first, biggest and most successful cookie store empire in the world. She has over 1,000 stores. Recipe of success: 1/3 cup Passion, 1/3 cup Perfection, and 1/3 cup Perseverance.

**Kathy Buckley** is known as “America’s First Hearing Impaired Comedienne.” She is also a regular on The Tonight Show. The only “disability” that is out there today is attitude. Here is one of her jokes: “I haven’t had a date in two and a half years, but maybe that’s because I haven’t heard the phone ring.”

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